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ABSTRACT

Operation MEDIHC's (Military Experience Directed into Health Careers) program to help veterans trained in health skills while in military service capitalize on those skills when they return to civilian life is examined. The goal of the program was to help find civilian career opportunities and to provide free counseling and vocational guidance to veterans in their transition into civilian health careers. This examination is divided into four categories: purpose of the program; questions or issues involved; methodology; and a summary of findings, conclusions and recommendations. Findings indicate there was a definite need for the MEDIHC Program in New Jersey for both veterans and civilians. This is indicated by the 1,088 applicants seeking the service and by the successful placement rate and retention of veterans on the job. Five hundred thirty applicants were placed into health careers with 328 employed full time; 27 were placed in work and school programs; 12 placed in work training programs; and 163 placed in full-time educational programs. These placements reflect a 48.7 percent placement rate. Noticeably, openings came constantly within the fields of Physical Therapy, Medical Laboratory Technology, Respiratory Technology, Radiologic Technology, and Medical Record Technology. These findings eventually served as a basis for the Expanded MEDIHC Program that serves both military and civilian populations. Charts and tables offer statistical support for the report's findings. (LC)

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ED189978

Ex. Summary
Final Report

September 30, 1977
to
September 30, 1979

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
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MILITARY EXPERIENCE DIRECTED INTO HEALTH CAREERS

MEDIHC

HE 012 229

This report is made pursuant to Contract No. HRA 231-77-0063. The amount charged to the Department of Health, Education and Welfare for the work resulting in this report (inclusive of the amounts so charged for any prior reports submitted under this contract) is $68,836.00 for the total of the past two years on the contract.

NEW JERSEY OPERATION MEDIHC

(Military Experience Directed Into Health Careers)

Executive Summary of Final Report
Covers Period of Performance
During
September 30, 1977 -- September 30, 1979

Contract No. HRA 231-77-0063

Contractor
Health Research and Educational Trust
of New Jersey
760 Alexander Road, CN 1
Princeton, New Jersey 08540

Project Director: Thomas F. Gallagher

Sponsor
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Preface

The Project Director insured that the government's technical objectives were met. The Project Director provided the necessary information and coordination and monitored the projects overall performance. He directed the work and services toward fulfillment of contractual requirements. He planned, organized and directed the program and activities of the MEDIHC Program on a statewide basis; analyzed and solved technical program and personnel problems; insured proper reporting; had direct responsibility for budgetary requirements and expenditures; coordinated activities concerned with updating information of licensure and certification laws; interperted and reviewed legislation pertaining to health categories. Mr. Thomas F. Gallagher has served as Project Director since September, 1971.

The MEDIHC Counselor counseled service persons and veterans regarding employment, work-study programs, scholarships, grants, loans, and educational programs in the health field; disseminated current MEDIHC information; contacted health care employers to develop job opportunities; evaluated applicant's schooling and experience; coordinated counseling activities with other public agencies; and prepared statistical reports. Mr. Barry Anderson has served as MEDIHC Counselor since October, 1977.

The MEDIHC clerical staff provided invaluable service to the program. They provided information on the program, made job and educational referrals, were responsible for the follow-up activity, and made status checks. They compiled statistics and recorded data. Miss Carolyn Wigley is presently providing clerical assistance for the program.

EXECUTIVE SUMMARY

Definition of the Purpose of the Contract

Operation MEDIHC was a cooperative program by the Department of Health, Education, and Welfare, the Department of Defense and the State of New Jersey, to help Vietnam-era veterans trained in health skills while in the military service; to capitalize on those skills when they return to civilian life. The goal of the Program was to help find civilian career opportunities and to provide free counseling and vocational guidance to veterans in their transition into civilian health careers. MEDIHC received presidential sanction and thus assumed considerable importance in both private and public sectors of the health industry. The number of medically trained veterans released annually from the armed forces continued to increase each year from 1971 through 1976 and gradually declined through 1979.

It should be noted that while the contract indicates a dollar amount of $68,836 for the two year period only, 30% or $20,650 would be attributed to the military portion of the contract with the remainder, $48,186, being expended in the expanded portion of the contract applicable to civilian allied health placement activities. (See Table 1 and 1A)

Questions or Issues Involved

Like other states, the New Jersey MEDIHC Program had to deal with the problem of negative recognition of the Vietnam-era veteran from various sources, such as television, radic and newspapers. Many employers were not anxious to get involved and an educational process had to be implemented to prove that the medically trained veteran would be an asset to the institution.

Licensing and Certification requirements in New Jersey were another issue dealt with. Vietnam-era veterans were given the opportunity to sit

for the Licensed Practical Nurse examination and while exact figures are not available, the Board of Nursing has stated that the pass rate was quite high.

One of the disappointments of the Program was the issue of Physician's Assistants. The College of Medicine and Dentistry of New Jersey and Rutgers University developed a four year program and recently graduated its first class of 51 students. The State Legislature as recently as July 1979 failed to enact legislation authorizing the use of Physician's Assistants in New Jersey, thereby forcing all of the graduates to seek employment in other states.

Another problem area was the applicants unwillingness to relocate to areas where jobs or educational programs were available because of family or economic problems.

All of these problems were considered as major and had to be dealt with if the MEDIHC Program was to be a success.

Description of the Methodological Approach and Analytical Procedures

A. Maintain a continuing targeted public information program on Operation MEDIHC throughout New Jersey.

1. MEDIHC personnel concentrated on contacting all military installations in New Jersey to provide potential separatees with information regarding the MEDIHC Program during their regularly scheduled separation and/or retirememt briefings, at job fairs conducted at Fort Dix, and individual requests. Many servicemen and Vietnam-era veterans were unaware of the counseling and referral services available to them through the New Jersey MEDIHC Program (34%). These personnel applied for assistance as a result of publicity obtained through the media (newspapers, television and in-house publications).

The New Jersey Public Television Services granted the MEDIHC Program a ten minute spot on its popular show "Jersey Vision" which was well received by veterans throughout the state. In addition, MEDIHC brochures were published and distributed throughout New Jersey.

2. Statewide veteran groups and service organizations were contacted and informed of the services provided by the New Jersey MEDIHC Program.
3. Educators from all of the health career programs in New Jersey were informed of our services.

B. Counsel and refer for placement servicemen and Vietnam-era veterans who are interested in a health career in New Jersey.

1. The New Jersey MEDIHC Program enrolled and assisted 1,088 Vietnam-era veterans seeking health careers, of this amount 166 were processed during the period of September 30, 1977 and September 30, 1979. (See Tables 1 and 1A) In all cases, veterans were provided career information on health professions and occupations; personal interviews with educators, counselors and health professionals concerning course offerings and/or specific educational institutions; guidance and assistance toward decision making in education and/or employment; financial assistance information; plus referrals to, and interviews with, health personnel employers.
2. New Jersey, New York, and Pennsylvania MEDIHC agencies participated in a shared services system whereby resumes of recently separated Vietnam-era veterans living adjacent to each state could be referred and avail themselves of placement opportunities as they became available.

C. Follow-up all health related placements one year after initial placement.

1. Follow-up questionnaires were mailed one year after placement. A total of 860 questionnaires were mailed to applicants; 532 questionnaires were returned. This resulted in a 62% return rate which we consider excellent. The majority of veterans indicated that they were employed in the position they were hired for or had received promotions. Table 4 depicts the results of follow-up activities since the Program was initiated. A sample of our last follow-up, October 1977 to August 1978, is also shown. Follow-up questionnaires will be sent as they become due.

D. Promote the understanding and acceptance of military allied medical education as the equivalent of civilian allied health education.

1. This was a very difficult and almost an impossible task to accomplish. New Jersey is a very parochial state and educators have been set in their ways for years. A few exceptions can be noted. The Physician's Assistants program gave credit for military training, also the Servicemens Opportunity College, and lastly, the Thomas A. Edison External Degree Program. Veterans were informed of the credit recommendations of the American Council on Education publication "The Guide to the Evaluation of Educational Experiences in the Armed Services" and used this to assist them in continuing their educational program.

2. The New Jersey Board of Nurses permitted military medically trained servicemen and veterans to sit for the Licensed Practical Nurse Examination. While exact figures are not available, the Board informs us that military trained personnel

did very well and that passing rate was high.

E. Attend all conferences called by the Regional and/or National MEDIHC Coordinator.

Both the Project Director and Counselor participated in the National MEDIHC Conferences held in 1978 and 1979. These conferences provided an excellent opportunity to exchange ideas and to better service our applicants and employers.

Summary of the Findings, Conclusions, and Recommendations

There was a definite need for the MEDIHC Program in New Jersey for both veterans and civilians. This is proven by the 1,088 applicants seeking our service and further by the excellent successful placement rate and retention of veterans on the job.

During the period of August 1970 to September 30, 1979, a total of 1,088 applicants sought assistance. Of this amount, 597 wanted full time work; 299 wanted work and school; 162 wanted full time school; and 30 had not determined their objective. All of the 1,088 applicants have been closed.

Five hundred and thirty applicants were successfully placed into health careers with 328 employed full time; 27 were placed in work and school programs; 12 were placed in work training programs and 163 were placed in full time educational programs. These placements reflect a 48.7% placement rate. Refer to Tables 1 and 1A for average cost of placement.

Because of the somewhat unique relationship with statewide health employers, MEDIHC through the years began to notice certain allied health career fields which regulary exhibited statewide openings. Noticeably, openings existed constantly within the fields of Physical Therapy,

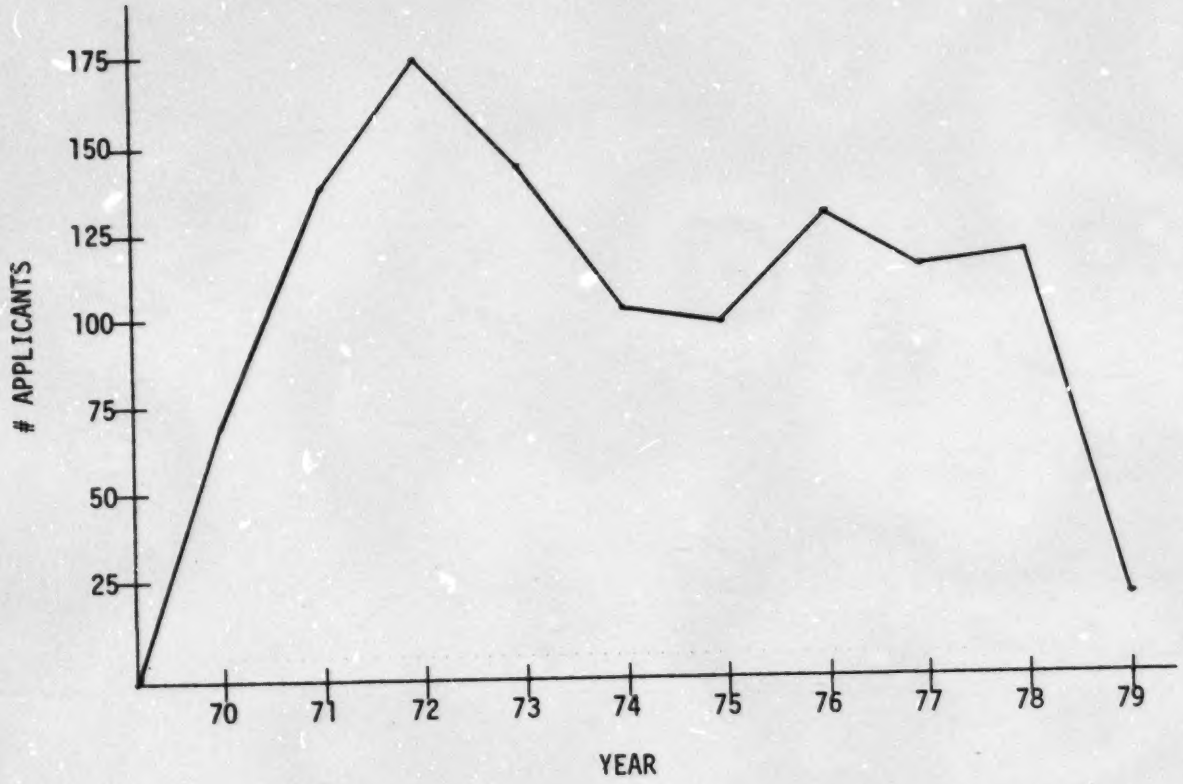
Medical Laboratory Technology, Respiratory Technology, Radiologic Technology, and Medical Record Technology. These findings eventually served as a basis for the Expanded MEDIHC Program which serves both the military and civilian population alike.

The educators of allied health personnel were made aware of the critical needs of health manpower and where these critical needs persisted.

Both the Project Director and Counselor were asked to speak at job fairs and before students at colleges through New Jersey. MEDIHC personnel have been looked on as a specialized team with a good reputation and were sought after by federal, state and local agencies.

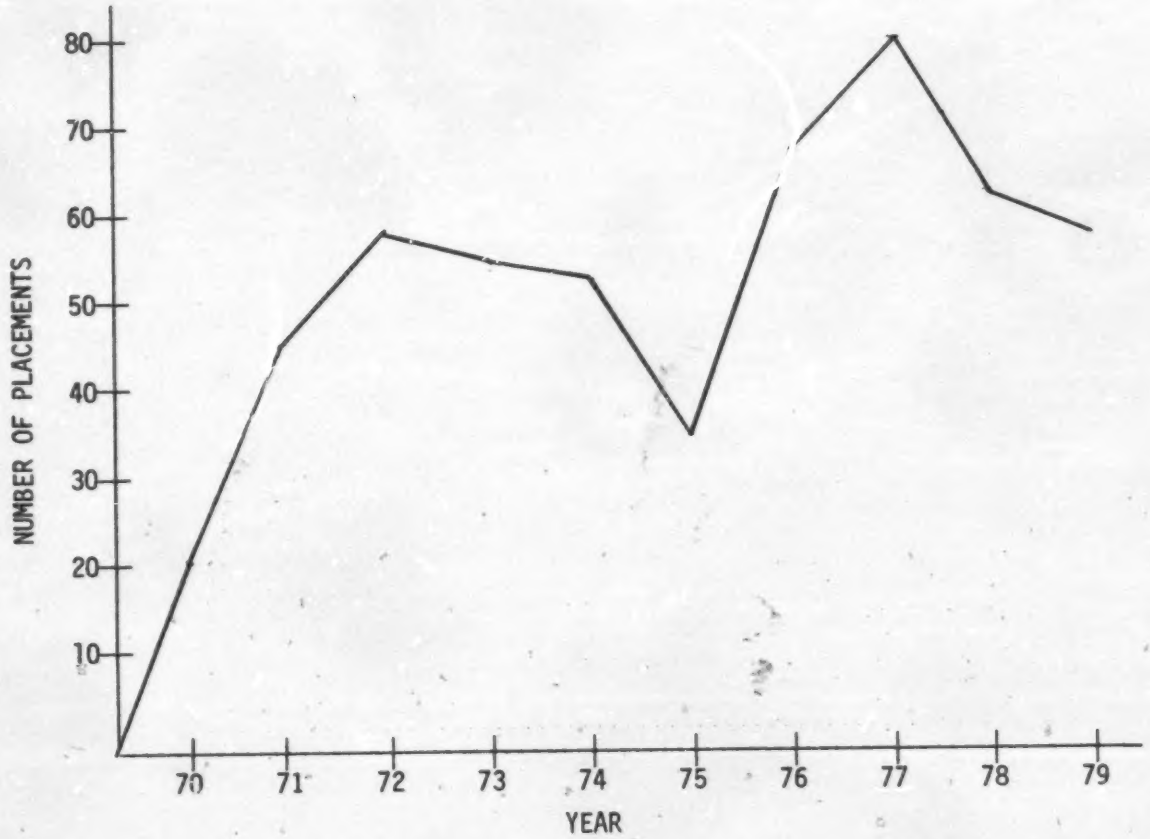
If another servicemans and/or veterans program is ever started, an educational program among military Commanders, Information Services Offices and Education Counselors is most important to insure that MEDIHC personnel have access to the military bases and separating personnel.

Chart 1. Number of Applicants Per Year



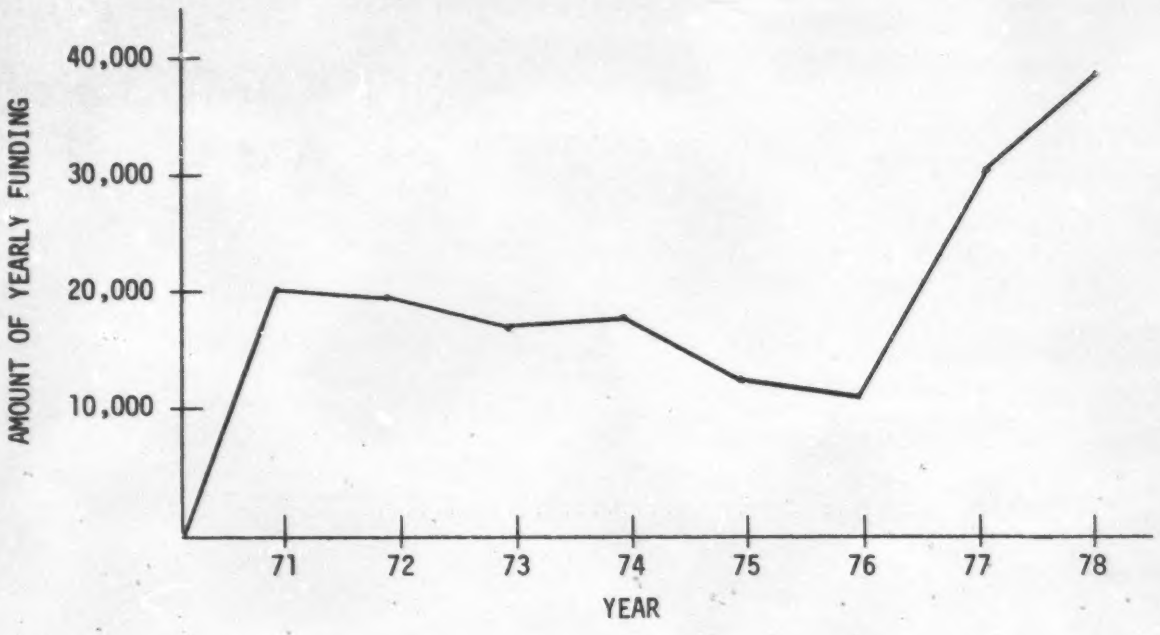
YEAR	# APPLICANTS
1970	71
1971	134
1972	173
1973	138
1974	101
1975	98
1976	125
1977	113
1978	115
1979	20

Chart 2. Number of Health Placements Per Year



YEAR	# HEALTH PLACEMENTS
1970	20
1971	45
1972	58
1973	54
1974	52
1975	36
1976	66
1977	79
1978	63
1979	57
TOTAL	530

Chart 3. MEDIHC Funding Per Year



YEAR	AMOUNT
1971	$20,000.00
1972	$19,500.00
1973	$16,750.00
1974	$17,500.00
1975	$11,306.00
1976	$10,500.00
1977*	$30,809.00
1978*	$38,027.00

*Increased dollar amounts reflect the Expanded MEDIHC Effort - AHPS - Allied Health Placement Service.

Table Number One

New Jersey MEDIHC Program (1970-1979)

	Total # of Applicants	1088	
1.	Successful Outcomes	530	48.7%
a.	Work Full Time	328	30.1%
b.	Work and School	27	2.4%
c.	Work Training Program	12	1.1%
d.	School Full Time	163	15.0%
2.	Other Outcomes	558	51.3%
a.	Unable to place in health field	123	11.3%
b.	Re-enlistment	16	1.5%
c.	Transferred to other states	86	7.9%
d.	Unable to locate/moved; left no forwarding address	333	30.6%
3.	Cases pending	0	
4.	Success Rate (%)		48.7%
5.	Cost per placement* -- $310.17		

*Using a 30% figure for the approximate time allocated to MEDIHC during the MEDIHC/AHPS Program in effect during the final two years, this figure becomes $219.25.

Table Number One A

New Jersey MEDIHC Program*

	Total # of Applications	166
1.	Number of Successful Outcomes	80
a.	Work Full Time	56
b.	Work and School	1
c.	Work Training Program	1
d.	School Full Time	22
2.	Number of Other Outcomes	86
a.	Unable to place in the health field	41
b.	Re-enlistments	3
c.	Transferred to other states	13
d.	Unable to locate/moved; left no forwarding address	29
3.	Cases pending	0
4.	Success Rate (%)	48.2%
5.	Cost per placement --	$258.13

*Pertaining only to the last two contract years - 1977 and 1978.

Table Number Two

Successful MEDIHC Placement by Occupation

Occupation	Number in Jobs	Number in School	Total	Percent
Biomedical Instrumentation	8	15	23	4.3%
Dental Services	11	7	18	3.4%
Enviromental Health	5	4	9	1.7%
Laboratory Services	65	27	92	17.4%
Nursing Services	35	21	56	10.5%
Physicians, other Independent Practitioners & Physician Support personnel	47	25	72	13.6%
Radiological Services	17	10	27	5.1%
Other Health Occupations	187	46	233	44.0%
TOTAL	375	155	530	100.0%

Table Number Three

Successful MEDIHC Placements by Type of Employer

Type of Employer	# Placed	%
Hospital	157	42.7%
Clinics	25	6.8%
Labs	7	1.9%
Nursing Homes	15	4.1%
Private Physicians	17	4.6%
Local & State Government	45	12.3%
Federal Government	27	7.4%
Educational Institute	19	5.2%
Pharmaceutical Industry	19	5.2%
Other Industry	36	9.8%
TOTAL	367	100.0%

Table Number Four

One Year Follow-Up of Placements

Total Questionnaires mailed	860
Total Questionnaires received	532
% Returned	62%

Sample results of 12 month follow-up questionnaire of applicants registered from October 1977 to August 1978.

Amount sent out -- 80 Amount Returned -- 52 65% returned follow-up

Original Placements		12 Month Follow-Up	
Health Work	21	Health Work	19
School	11	School	9
Non-Health	20	Non-Health	24